

# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

**Region 2, New York**  
1st Level Trend Report

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT

Over  
**687,000**  
Federal  
Employees'  
Opinions



# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### Response Summary

	Surveys Completed
2012 Governmentwide	687,687
2012 Environmental Protection Agency	8,847
<b>2012 Region 2, New York</b>	<b>472</b>
2011 Region 2, New York	517
2010 Region 2, New York	478
2008 Region 2, New York	360
2006 Region 2, New York	438

This 2012 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

### 1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
2012 Governmentwide	686,499	63.2%	16.6%	20.2%
2012 Environmental Protection Agency	8,832	67.8%	15.8%	16.5%
<b>2012 Region 2, New York</b>	<b>469</b>	<b>57.6%</b>	<b>21.1%</b>	<b>21.2%</b>
2011 Region 2, New York	516	61.1%	21.3%	17.7%
2010 Region 2, New York	477	61.2%	20.1%	18.6%
2008 Region 2, New York	360	63.6%	16.9%	19.5%
2006 Region 2, New York	438	59.2%	20.2%	20.6%

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Work Experience (continued)

##### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2012 Governmentwide	684,821	71.9%	14.5%	13.6%
2012 Environmental Protection Agency	8,812	73.6%	13.8%	12.7%
<b>2012 Region 2, New York</b>	<b>471</b>	<b>71.0%</b>	<b>16.0%</b>	<b>13.0%</b>
2011 Region 2, New York	517	72.6%	17.5%	9.9%
2010 Region 2, New York	475	73.6%	15.2%	11.1%
2008 Region 2, New York	360	80.1%	12.0%	7.9%
2006 Region 2, New York	438	76.9%	14.1%	9.0%

##### 3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
2012 Governmentwide	681,499	57.8%	18.7%	23.5%
2012 Environmental Protection Agency	8,769	64.5%	16.4%	19.1%
<b>2012 Region 2, New York</b>	<b>464</b>	<b>56.1%</b>	<b>19.4%</b>	<b>24.5%</b>
2011 Region 2, New York	517	57.3%	21.2%	21.5%
2010 Region 2, New York	475	60.4%	18.5%	21.2%
2008 Region 2, New York	360	63.7%	19.9%	16.4%
2006 Region 2, New York	438	55.5%	22.4%	22.1%

##### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2012 Governmentwide	684,685	72.4%	14.4%	13.2%
2012 Environmental Protection Agency	8,817	74.5%	13.7%	11.8%
<b>2012 Region 2, New York</b>	<b>470</b>	<b>74.8%</b>	<b>12.9%</b>	<b>12.3%</b>
2011 Region 2, New York	515	72.7%	15.9%	11.4%
2010 Region 2, New York	477	75.9%	14.1%	10.0%
2008 Region 2, New York	360	74.5%	15.6%	9.9%
2006 Region 2, New York	438	71.6%	14.5%	13.8%

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Work Experience (continued)

##### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2012 Governmentwide	682,133	83.8%	10.4%	5.7%
2012 Environmental Protection Agency	8,788	83.4%	10.9%	5.7%
<b>2012 Region 2, New York</b>	<b>468</b>	<b>82.6%</b>	<b>11.2%</b>	<b>6.2%</b>
2011 Region 2, New York	515	85.0%	10.4%	4.7%
2010 Region 2, New York	477	85.6%	11.2%	3.1%
2008 Region 2, New York	360	80.6%	14.5%	4.9%
2006 Region 2, New York	438	80.6%	12.6%	6.8%

##### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2012 Governmentwide	681,765	80.1%	10.9%	9.0%
2012 Environmental Protection Agency	8,775	78.3%	11.6%	10.1%
<b>2012 Region 2, New York</b>	<b>469</b>	<b>83.1%</b>	<b>8.8%</b>	<b>8.1%</b>
2011 Region 2, New York	512	83.0%	10.6%	6.5%
2010 Region 2, New York	473	84.3%	9.4%	6.3%
2008 Region 2, New York	--	--	--	--
2006 Region 2, New York	--	--	--	--

##### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2012 Governmentwide	684,790	96.5%	2.3%	1.2%
2012 Environmental Protection Agency	8,813	97.4%	1.6%	0.9%
<b>2012 Region 2, New York</b>	<b>471</b>	<b>96.3%</b>	<b>2.4%</b>	<b>1.3%</b>
2011 Region 2, New York	515	97.5%	0.8%	1.6%
2010 Region 2, New York	476	96.9%	2.5%	0.6%
2008 Region 2, New York	--	--	--	--
2006 Region 2, New York	--	--	--	--

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Work Experience (continued)

##### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2012 Governmentwide	685,285	91.4%	7.1%	1.5%
2012 Environmental Protection Agency	8,820	90.6%	7.9%	1.5%
<b>2012 Region 2, New York</b>	<b>471</b>	<b>89.7%</b>	<b>8.9%</b>	<b>1.4%</b>
2011 Region 2, New York	515	91.6%	7.2%	1.2%
2010 Region 2, New York	476	91.8%	6.9%	1.3%
2008 Region 2, New York	--	--	--	--
2006 Region 2, New York	--	--	--	--

##### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	684,607	48.0%	16.9%	35.1%	1,655
2012 Environmental Protection Agency	8,814	42.0%	18.0%	40.0%	19
<b>2012 Region 2, New York</b>	<b>469</b>	<b>40.3%</b>	<b>22.1%</b>	<b>37.6%</b>	<b>1</b>
2011 Region 2, New York	514	48.4%	19.9%	31.7%	2
2010 Region 2, New York	474	49.7%	21.6%	28.7%	2
2008 Region 2, New York	360	47.5%	20.8%	31.7%	0
2006 Region 2, New York	435	41.3%	19.6%	39.1%	3

##### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	683,078	58.9%	16.2%	24.9%	1,258
2012 Environmental Protection Agency	8,790	57.4%	17.8%	24.8%	15
<b>2012 Region 2, New York</b>	<b>467</b>	<b>55.0%</b>	<b>21.4%</b>	<b>23.6%</b>	<b>1</b>
2011 Region 2, New York	514	60.4%	16.9%	22.8%	2
2010 Region 2, New York	476	61.8%	17.5%	20.8%	1
2008 Region 2, New York	360	68.6%	13.7%	17.7%	0
2006 Region 2, New York	436	59.2%	14.2%	26.6%	2

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Work Experience (continued)

##### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	671,969	59.5%	16.8%	23.7%	3,517
2012 Environmental Protection Agency	8,657	58.9%	16.8%	24.3%	37
<b>2012 Region 2, New York</b>	<b>460</b>	<b>53.5%</b>	<b>19.4%</b>	<b>27.1%</b>	<b>3</b>
2011 Region 2, New York	514	57.2%	20.7%	22.1%	1
2010 Region 2, New York	476	55.4%	18.2%	26.4%	1
2008 Region 2, New York	359	61.1%	16.9%	21.9%	1
2006 Region 2, New York	431	58.1%	14.6%	27.3%	7

##### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	681,644	83.7%	10.1%	6.2%	2,503
2012 Environmental Protection Agency	8,785	84.7%	9.4%	5.9%	27
<b>2012 Region 2, New York</b>	<b>467</b>	<b>83.6%</b>	<b>10.8%</b>	<b>5.6%</b>	<b>1</b>
2011 Region 2, New York	515	86.3%	9.4%	4.3%	1
2010 Region 2, New York	475	84.8%	9.8%	5.5%	2
2008 Region 2, New York	358	88.2%	7.6%	4.1%	2
2006 Region 2, New York	436	84.2%	10.3%	5.5%	2

##### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	680,836	91.2%	6.2%	2.5%	1,769
2012 Environmental Protection Agency	8,755	88.1%	8.6%	3.3%	29
<b>2012 Region 2, New York</b>	<b>468</b>	<b>86.2%</b>	<b>10.1%</b>	<b>3.7%</b>	<b>2</b>
2011 Region 2, New York	512	87.3%	10.3%	2.4%	1
2010 Region 2, New York	471	87.5%	10.2%	2.3%	0
2008 Region 2, New York	360	87.7%	9.4%	2.8%	0
2006 Region 2, New York	435	88.5%	7.4%	4.1%	3

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Work Experience (continued)

**14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.**

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	683,306	67.5%	14.0%	18.5%	2,522
2012 Environmental Protection Agency	8,808	73.7%	12.6%	13.8%	17
<b>2012 Region 2, New York</b>	<b>469</b>	<b>78.7%</b>	<b>10.3%</b>	<b>10.9%</b>	<b>2</b>
2011 Region 2, New York	515	74.6%	13.1%	12.3%	2
2010 Region 2, New York	471	74.1%	14.2%	11.7%	1
2008 Region 2, New York	359	75.8%	13.6%	10.6%	1
2006 Region 2, New York	436	76.1%	11.3%	12.6%	2

**15. My performance appraisal is a fair reflection of my performance.**

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	675,095	68.8%	14.8%	16.4%	10,306
2012 Environmental Protection Agency	8,698	68.3%	16.4%	15.3%	121
<b>2012 Region 2, New York</b>	<b>466</b>	<b>63.8%</b>	<b>17.3%</b>	<b>18.9%</b>	<b>3</b>
2011 Region 2, New York	508	68.8%	16.2%	15.0%	7
2010 Region 2, New York	472	61.9%	20.4%	17.7%	2
2008 Region 2, New York	357	64.5%	16.6%	18.9%	3
2006 Region 2, New York	434	61.7%	18.5%	19.8%	4

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	681,102	82.8%	11.8%	5.5%	3,032
2012 Environmental Protection Agency	8,770	83.1%	11.9%	5.0%	39
<b>2012 Region 2, New York</b>	<b>467</b>	<b>79.5%</b>	<b>15.9%</b>	<b>4.6%</b>	<b>2</b>
2011 Region 2, New York	509	82.1%	13.3%	4.6%	4
2010 Region 2, New York	473	83.7%	12.9%	3.4%	1
2008 Region 2, New York	359	82.4%	14.5%	3.1%	1
2006 Region 2, New York	436	80.9%	13.9%	5.2%	2

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Work Experience (continued)

##### 17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	656,457	61.5%	19.5%	19.0%	27,152
2012 Environmental Protection Agency	8,020	60.8%	22.0%	17.3%	793
<b>2012 Region 2, New York</b>	<b>429</b>	<b>61.0%</b>	<b>23.4%</b>	<b>15.7%</b>	<b>41</b>
2011 Region 2, New York	483	64.7%	21.3%	14.0%	30
2010 Region 2, New York	438	61.0%	24.5%	14.5%	36
2008 Region 2, New York	320	55.2%	26.7%	18.1%	40
2006 Region 2, New York	383	50.8%	30.4%	18.8%	55

##### 18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	677,385	53.1%	23.4%	23.6%	7,250
2012 Environmental Protection Agency	8,717	44.2%	26.9%	28.9%	103
<b>2012 Region 2, New York</b>	<b>465</b>	<b>37.9%</b>	<b>30.6%</b>	<b>31.5%</b>	<b>6</b>
2011 Region 2, New York	504	41.5%	29.1%	29.4%	8
2010 Region 2, New York	472	41.8%	28.0%	30.2%	3
2008 Region 2, New York	355	45.1%	24.8%	30.1%	5
2006 Region 2, New York	435	40.4%	29.9%	29.7%	3

##### 19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	668,068	67.5%	14.8%	17.7%	18,229
2012 Environmental Protection Agency	8,656	59.0%	18.2%	22.8%	183
<b>2012 Region 2, New York</b>	<b>453</b>	<b>60.3%</b>	<b>19.0%</b>	<b>20.8%</b>	<b>16</b>
2011 Region 2, New York	512	62.7%	16.6%	20.6%	3
2010 Region 2, New York	472	59.2%	21.1%	19.7%	2
2008 Region 2, New York	355	64.4%	19.1%	16.6%	5
2006 Region 2, New York	--	--	--	--	--



# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

## My Work Unit

### 20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
2012 Governmentwide	685,205	72.8%	14.3%	12.9%
2012 Environmental Protection Agency	8,815	77.7%	12.8%	9.5%
<b>2012 Region 2, New York</b>	<b>471</b>	<b>73.0%</b>	<b>15.8%</b>	<b>11.1%</b>
2011 Region 2, New York	508	74.3%	16.3%	9.4%
2010 Region 2, New York	466	74.4%	17.2%	8.3%
2008 Region 2, New York	360	86.2%	8.8%	4.9%
2006 Region 2, New York	438	78.8%	13.1%	8.1%

### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,253	43.5%	27.2%	29.4%	23,872
2012 Environmental Protection Agency	8,463	44.0%	24.4%	31.6%	365
<b>2012 Region 2, New York</b>	<b>439</b>	<b>38.8%</b>	<b>29.7%</b>	<b>31.5%</b>	<b>30</b>
2011 Region 2, New York	487	50.3%	29.1%	20.6%	27
2010 Region 2, New York	441	48.0%	29.5%	22.5%	36
2008 Region 2, New York	342	51.3%	26.3%	22.4%	18
2006 Region 2, New York	419	42.8%	29.4%	27.8%	19

### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	645,137	33.5%	29.2%	37.3%	39,208
2012 Environmental Protection Agency	8,120	40.2%	28.2%	31.6%	696
<b>2012 Region 2, New York</b>	<b>441</b>	<b>33.2%</b>	<b>29.2%</b>	<b>37.6%</b>	<b>30</b>
2011 Region 2, New York	470	34.1%	29.2%	36.7%	45
2010 Region 2, New York	431	38.3%	28.0%	33.7%	45
2008 Region 2, New York	343	40.0%	24.7%	35.2%	17
2006 Region 2, New York	413	39.0%	27.4%	33.6%	25

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Work Unit (continued)

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	632,125	29.4%	27.8%	42.8%	51,759
2012 Environmental Protection Agency	7,724	26.2%	30.5%	43.3%	1,094
<b>2012 Region 2, New York</b>	<b>428</b>	<b>21.2%</b>	<b>30.2%</b>	<b>48.6%</b>	<b>44</b>
2011 Region 2, New York	447	23.3%	30.2%	46.5%	70
2010 Region 2, New York	405	22.9%	29.9%	47.2%	72
2008 Region 2, New York	318	29.4%	28.3%	42.3%	42
2006 Region 2, New York	395	25.6%	28.7%	45.7%	43

24. *In my work unit, differences in performance are recognized in a meaningful way.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	652,024	33.8%	29.2%	37.0%	32,505
2012 Environmental Protection Agency	8,119	34.6%	29.9%	35.5%	691
<b>2012 Region 2, New York</b>	<b>436</b>	<b>31.8%</b>	<b>29.5%</b>	<b>38.7%</b>	<b>35</b>
2011 Region 2, New York	476	36.6%	29.8%	33.6%	40
2010 Region 2, New York	430	35.1%	31.2%	33.7%	47
2008 Region 2, New York	347	36.4%	32.0%	31.6%	13
2006 Region 2, New York	412	30.0%	34.4%	35.5%	26

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	648,791	41.0%	25.4%	33.6%	35,445
2012 Environmental Protection Agency	8,083	45.2%	24.9%	29.9%	731
<b>2012 Region 2, New York</b>	<b>437</b>	<b>40.0%</b>	<b>26.2%</b>	<b>33.8%</b>	<b>34</b>
2011 Region 2, New York	479	47.3%	23.0%	29.8%	36
2010 Region 2, New York	432	48.4%	24.8%	26.7%	45
2008 Region 2, New York	354	55.4%	18.3%	26.3%	6
2006 Region 2, New York	416	48.2%	24.1%	27.7%	22

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Work Unit (continued)

##### 26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	681,951	72.3%	14.6%	13.1%	2,878
2012 Environmental Protection Agency	8,778	74.6%	13.3%	12.1%	41
<b>2012 Region 2, New York</b>	<b>471</b>	<b>67.4%</b>	<b>16.7%</b>	<b>15.9%</b>	<b>1</b>
2011 Region 2, New York	511	64.9%	20.4%	14.7%	5
2010 Region 2, New York	471	67.0%	16.3%	16.7%	3
2008 Region 2, New York	357	72.2%	14.4%	13.3%	3
2006 Region 2, New York	434	71.0%	16.4%	12.6%	4

##### 27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	661,501	54.7%	28.6%	16.8%	23,067
2012 Environmental Protection Agency	8,380	51.5%	32.2%	16.4%	440
<b>2012 Region 2, New York</b>	<b>442</b>	<b>47.1%</b>	<b>31.7%</b>	<b>21.3%</b>	<b>30</b>
2011 Region 2, New York	474	50.4%	36.4%	13.2%	42
2010 Region 2, New York	444	49.7%	33.2%	17.1%	31
2008 Region 2, New York	347	47.3%	33.1%	19.5%	13
2006 Region 2, New York	425	41.4%	38.1%	20.5%	13

##### 28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
2012 Governmentwide	683,823	83.4%	13.6%	3.0%
2012 Environmental Protection Agency	8,803	87.2%	11.1%	1.7%
<b>2012 Region 2, New York</b>	<b>470</b>	<b>83.1%</b>	<b>14.6%</b>	<b>2.3%</b>
2011 Region 2, New York	513	82.7%	14.6%	2.7%
2010 Region 2, New York	477	84.9%	11.5%	3.6%
2008 Region 2, New York	360	85.8%	13.1%	1.1%
2006 Region 2, New York	438	83.5%	12.7%	3.8%

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Agency

#### 29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,287	71.6%	17.2%	11.2%	9,223
2012 Environmental Protection Agency	8,532	73.5%	16.2%	10.3%	169
<b>2012 Region 2, New York</b>	<b>460</b>	<b>73.6%</b>	<b>17.0%</b>	<b>9.5%</b>	<b>7</b>
2011 Region 2, New York	494	76.7%	17.3%	6.0%	12
2010 Region 2, New York	462	76.2%	15.3%	8.6%	9
2008 Region 2, New York	354	79.9%	13.6%	6.5%	6
2006 Region 2, New York	431	78.8%	14.0%	7.2%	7

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	657,623	45.2%	26.0%	28.8%	13,810
2012 Environmental Protection Agency	8,451	49.2%	24.3%	26.6%	249
<b>2012 Region 2, New York</b>	<b>447</b>	<b>45.9%</b>	<b>27.5%</b>	<b>26.5%</b>	<b>20</b>
2011 Region 2, New York	483	51.1%	30.6%	18.3%	20
2010 Region 2, New York	454	50.5%	26.9%	22.6%	20
2008 Region 2, New York	347	47.0%	26.8%	26.2%	13
2006 Region 2, New York	424	45.4%	26.6%	28.1%	14

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	658,648	48.4%	24.1%	27.5%	11,646
2012 Environmental Protection Agency	8,486	58.2%	22.0%	19.8%	205
<b>2012 Region 2, New York</b>	<b>454</b>	<b>47.9%</b>	<b>25.8%</b>	<b>26.2%</b>	<b>12</b>
2011 Region 2, New York	490	52.9%	27.8%	19.3%	15
2010 Region 2, New York	460	54.5%	23.9%	21.7%	14
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Agency (continued)

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	650,663	38.5%	29.6%	31.9%	18,726
2012 Environmental Protection Agency	8,391	46.4%	28.5%	25.1%	271
<b>2012 Region 2, New York</b>	<b>448</b>	<b>39.4%</b>	<b>30.1%</b>	<b>30.5%</b>	<b>14</b>
2011 Region 2, New York	481	43.3%	31.7%	25.1%	22
2010 Region 2, New York	451	40.8%	30.5%	28.7%	21
2008 Region 2, New York	349	52.1%	24.6%	23.2%	11
2006 Region 2, New York	424	42.1%	29.8%	28.1%	14

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	628,870	21.6%	28.1%	50.2%	40,108
2012 Environmental Protection Agency	7,875	20.4%	31.8%	47.8%	795
<b>2012 Region 2, New York</b>	<b>433</b>	<b>14.7%</b>	<b>28.1%</b>	<b>57.2%</b>	<b>31</b>
2011 Region 2, New York	463	17.6%	27.6%	54.7%	42
2010 Region 2, New York	434	16.2%	34.6%	49.2%	38
2008 Region 2, New York	343	17.7%	34.3%	48.0%	17
2006 Region 2, New York	410	17.3%	32.9%	49.9%	28

#### 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	625,285	56.8%	29.1%	14.1%	44,977
2012 Environmental Protection Agency	8,157	64.0%	22.9%	13.1%	525
<b>2012 Region 2, New York</b>	<b>443</b>	<b>61.6%</b>	<b>25.9%</b>	<b>12.4%</b>	<b>24</b>
2011 Region 2, New York	466	62.7%	23.1%	14.2%	36
2010 Region 2, New York	437	62.9%	21.7%	15.4%	37
2008 Region 2, New York	344	66.4%	22.4%	11.1%	16
2006 Region 2, New York	413	67.4%	22.2%	10.5%	25

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Agency (continued)

#### 35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,923	76.9%	13.4%	9.7%	7,525
2012 Environmental Protection Agency	8,500	85.7%	9.9%	4.4%	186
<b>2012 Region 2, New York</b>	<b>458</b>	<b>84.5%</b>	<b>10.7%</b>	<b>4.8%</b>	<b>8</b>
2011 Region 2, New York	494	85.6%	8.6%	5.8%	11
2010 Region 2, New York	465	80.0%	13.4%	6.5%	9
2008 Region 2, New York	355	82.9%	12.7%	4.4%	5
2006 Region 2, New York	433	83.8%	10.7%	5.5%	5

#### 36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	661,974	78.0%	13.9%	8.2%	7,292
2012 Environmental Protection Agency	8,510	76.6%	15.8%	7.6%	171
<b>2012 Region 2, New York</b>	<b>455</b>	<b>73.3%</b>	<b>18.1%</b>	<b>8.5%</b>	<b>12</b>
2011 Region 2, New York	492	77.4%	16.0%	6.6%	9
2010 Region 2, New York	466	74.3%	17.9%	7.8%	8
2008 Region 2, New York	351	73.6%	17.4%	9.0%	9
2006 Region 2, New York	429	74.0%	18.2%	7.8%	9

#### 37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	636,579	51.2%	23.4%	25.4%	32,982
2012 Environmental Protection Agency	7,993	56.4%	21.8%	21.8%	689
<b>2012 Region 2, New York</b>	<b>428</b>	<b>48.6%</b>	<b>26.7%</b>	<b>24.7%</b>	<b>38</b>
2011 Region 2, New York	465	50.8%	27.2%	22.0%	41
2010 Region 2, New York	428	50.9%	26.9%	22.2%	46
2008 Region 2, New York	326	49.3%	27.7%	23.1%	34
2006 Region 2, New York	395	46.5%	28.0%	25.5%	43

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	615,998	65.9%	20.0%	14.1%	51,862
2012 Environmental Protection Agency	7,648	69.2%	17.9%	12.9%	1,013
<b>2012 Region 2, New York</b>	<b>402</b>	<b>64.0%</b>	<b>21.3%</b>	<b>14.7%</b>	<b>63</b>
2011 Region 2, New York	451	66.8%	20.8%	12.5%	52
2010 Region 2, New York	422	63.8%	22.3%	13.9%	49
2008 Region 2, New York	313	66.3%	23.1%	10.6%	47
2006 Region 2, New York	375	64.0%	21.6%	14.5%	63

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	658,423	76.4%	16.7%	6.9%	10,424
2012 Environmental Protection Agency	8,555	76.3%	16.6%	7.2%	129
<b>2012 Region 2, New York</b>	<b>456</b>	<b>78.1%</b>	<b>14.5%</b>	<b>7.4%</b>	<b>9</b>
2011 Region 2, New York	495	81.2%	15.3%	3.5%	8
2010 Region 2, New York	453	76.1%	18.2%	5.6%	17
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2012 Governmentwide	669,665	66.8%	19.9%	13.4%
2012 Environmental Protection Agency	8,691	74.6%	15.7%	9.7%
<b>2012 Region 2, New York</b>	<b>465</b>	<b>76.0%</b>	<b>15.8%</b>	<b>8.2%</b>
2011 Region 2, New York	501	80.1%	15.1%	4.8%
2010 Region 2, New York	475	80.1%	13.6%	6.3%
2008 Region 2, New York	360	77.9%	15.0%	7.2%
2006 Region 2, New York	438	72.1%	18.2%	9.7%

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	606,522	42.4%	29.1%	28.4%	63,385
2012 Environmental Protection Agency	7,747	44.5%	30.6%	24.9%	948
<b>2012 Region 2, New York</b>	<b>414</b>	<b>47.2%</b>	<b>29.5%</b>	<b>23.3%</b>	<b>51</b>
2011 Region 2, New York	452	52.0%	29.7%	18.3%	51
2010 Region 2, New York	412	45.4%	33.5%	21.1%	61
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

#### My Supervisor/Team Leader

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	663,393	76.7%	11.9%	11.4%	4,030
2012 Environmental Protection Agency	8,616	84.6%	8.6%	6.8%	55
<b>2012 Region 2, New York</b>	<b>462</b>	<b>79.4%</b>	<b>11.5%</b>	<b>9.1%</b>	<b>2</b>
2011 Region 2, New York	496	82.3%	10.8%	6.9%	6
2010 Region 2, New York	462	79.2%	12.6%	8.1%	10
2008 Region 2, New York	359	81.2%	12.0%	6.8%	1
2006 Region 2, New York	433	84.3%	8.8%	6.9%	5

43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	663,693	65.2%	17.7%	17.1%	2,957
2012 Environmental Protection Agency	8,622	71.1%	15.3%	13.6%	29
<b>2012 Region 2, New York</b>	<b>463</b>	<b>65.6%</b>	<b>16.7%</b>	<b>17.8%</b>	<b>1</b>
2011 Region 2, New York	499	69.2%	14.2%	16.6%	2
2010 Region 2, New York	468	66.3%	15.2%	18.5%	3
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--



# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Supervisor/Team Leader (continued)

##### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	658,206	62.2%	19.2%	18.6%	6,888
2012 Environmental Protection Agency	8,560	65.9%	17.3%	16.8%	69
<b>2012 Region 2, New York</b>	<b>460</b>	<b>62.1%</b>	<b>16.8%</b>	<b>21.1%</b>	<b>2</b>
2011 Region 2, New York	498	64.7%	18.6%	16.7%	7
2010 Region 2, New York	466	62.2%	17.6%	20.2%	5
2008 Region 2, New York	358	60.5%	19.8%	19.7%	2
2006 Region 2, New York	435	58.3%	22.9%	18.8%	3

##### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	615,578	64.5%	24.6%	10.9%	49,711
2012 Environmental Protection Agency	7,749	69.4%	22.7%	7.9%	902
<b>2012 Region 2, New York</b>	<b>419</b>	<b>66.2%</b>	<b>23.7%</b>	<b>10.1%</b>	<b>43</b>
2011 Region 2, New York	460	69.2%	23.0%	7.7%	44
2010 Region 2, New York	413	65.0%	25.0%	10.0%	57
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

##### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,244	60.8%	20.6%	18.7%	3,265
2012 Environmental Protection Agency	8,600	62.5%	20.2%	17.2%	45
<b>2012 Region 2, New York</b>	<b>460</b>	<b>60.6%</b>	<b>18.4%</b>	<b>21.0%</b>	<b>2</b>
2011 Region 2, New York	497	66.2%	18.7%	15.1%	4
2010 Region 2, New York	468	65.1%	17.3%	17.7%	3
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Supervisor/Team Leader (continued)

##### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	657,845	65.1%	18.6%	16.3%	7,510
2012 Environmental Protection Agency	8,541	70.0%	16.7%	13.3%	114
<b>2012 Region 2, New York</b>	<b>457</b>	<b>63.0%</b>	<b>19.3%</b>	<b>17.8%</b>	<b>6</b>
2011 Region 2, New York	491	69.6%	17.7%	12.7%	10
2010 Region 2, New York	462	66.4%	17.8%	15.9%	8
2008 Region 2, New York	358	62.9%	18.1%	19.0%	2
2006 Region 2, New York	432	65.9%	16.6%	17.5%	6

##### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2012 Governmentwide	665,079	74.3%	13.2%	12.5%
2012 Environmental Protection Agency	8,647	81.0%	10.0%	9.0%
<b>2012 Region 2, New York</b>	<b>460</b>	<b>79.6%</b>	<b>9.4%</b>	<b>11.0%</b>
2011 Region 2, New York	505	81.2%	11.4%	7.4%
2010 Region 2, New York	472	78.3%	12.9%	8.8%
2008 Region 2, New York	--	--	--	--
2006 Region 2, New York	--	--	--	--

##### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2012 Governmentwide	664,171	79.4%	11.1%	9.5%
2012 Environmental Protection Agency	8,637	83.9%	8.7%	7.4%
<b>2012 Region 2, New York</b>	<b>458</b>	<b>82.4%</b>	<b>8.3%</b>	<b>9.3%</b>
2011 Region 2, New York	505	84.7%	8.9%	6.4%
2010 Region 2, New York	472	81.2%	10.9%	8.0%
2008 Region 2, New York	--	--	--	--
2006 Region 2, New York	--	--	--	--

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Supervisor/Team Leader (continued)

50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2012 Governmentwide	664,039	76.8%	10.5%	12.7%
2012 Environmental Protection Agency	8,636	85.3%	7.0%	7.7%
<b>2012 Region 2, New York</b>	<b>460</b>	<b>84.5%</b>	<b>4.9%</b>	<b>10.6%</b>
2011 Region 2, New York	505	83.0%	7.9%	9.0%
2010 Region 2, New York	470	80.7%	9.4%	9.9%
2008 Region 2, New York	--	--	--	--
2006 Region 2, New York	--	--	--	--

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2012 Governmentwide	663,909	65.8%	17.2%	17.0%
2012 Environmental Protection Agency	8,634	70.4%	15.4%	14.2%
<b>2012 Region 2, New York</b>	<b>460</b>	<b>68.5%</b>	<b>15.7%</b>	<b>15.8%</b>
2011 Region 2, New York	504	72.6%	15.0%	12.4%
2010 Region 2, New York	469	70.1%	14.6%	15.3%
2008 Region 2, New York	360	69.6%	12.7%	17.6%
2006 Region 2, New York	438	68.3%	14.8%	16.8%

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	N	Positive	Neutral	Negative
2012 Governmentwide	663,472	68.4%	18.9%	12.6%
2012 Environmental Protection Agency	8,640	73.4%	17.2%	9.4%
<b>2012 Region 2, New York</b>	<b>462</b>	<b>70.8%</b>	<b>17.1%</b>	<b>12.1%</b>
2011 Region 2, New York	501	74.4%	17.7%	7.9%
2010 Region 2, New York	471	72.0%	16.4%	11.6%
2008 Region 2, New York	360	70.0%	18.3%	11.7%
2006 Region 2, New York	438	71.5%	16.5%	12.0%

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

## Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	651,887	42.9%	26.2%	30.9%	6,310
2012 Environmental Protection Agency	8,483	42.9%	27.4%	29.8%	105
<b>2012 Region 2, New York</b>	<b>454</b>	<b>40.2%</b>	<b>30.8%</b>	<b>29.0%</b>	<b>5</b>
2011 Region 2, New York	495	45.4%	29.7%	24.9%	8
2010 Region 2, New York	458	43.5%	29.0%	27.5%	13
2008 Region 2, New York	357	40.8%	30.2%	29.1%	3
2006 Region 2, New York	433	36.9%	30.5%	32.6%	5

54. My organization's leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	638,553	55.1%	23.1%	21.8%	19,203
2012 Environmental Protection Agency	8,207	58.5%	22.5%	19.0%	370
<b>2012 Region 2, New York</b>	<b>438</b>	<b>57.2%</b>	<b>25.5%</b>	<b>17.2%</b>	<b>20</b>
2011 Region 2, New York	478	60.6%	27.1%	12.3%	25
2010 Region 2, New York	451	59.8%	24.3%	15.9%	19
2008 Region 2, New York	351	54.1%	29.2%	16.8%	9
2006 Region 2, New York	420	57.6%	24.5%	17.9%	18

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	631,883	63.4%	22.2%	14.4%	24,592
2012 Environmental Protection Agency	8,049	65.3%	21.9%	12.7%	519
<b>2012 Region 2, New York</b>	<b>436</b>	<b>65.2%</b>	<b>22.7%</b>	<b>12.2%</b>	<b>21</b>
2011 Region 2, New York	479	68.3%	21.4%	10.3%	24
2010 Region 2, New York	439	65.7%	21.4%	12.9%	32
2008 Region 2, New York	352	71.0%	17.7%	11.3%	8
2006 Region 2, New York	416	68.3%	19.1%	12.6%	22

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### Leadership (continued)

##### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	651,106	62.4%	19.9%	17.7%	5,427
2012 Environmental Protection Agency	8,504	62.2%	20.9%	16.8%	68
<b>2012 Region 2, New York</b>	<b>453</b>	<b>60.2%</b>	<b>21.8%</b>	<b>18.0%</b>	<b>5</b>
2011 Region 2, New York	496	67.1%	19.6%	13.3%	5
2010 Region 2, New York	461	61.4%	22.4%	16.2%	9
2008 Region 2, New York	354	61.3%	23.2%	15.5%	6
2006 Region 2, New York	436	58.5%	22.5%	19.0%	2

##### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	621,279	62.0%	23.4%	14.6%	34,259
2012 Environmental Protection Agency	8,063	62.8%	23.6%	13.7%	490
<b>2012 Region 2, New York</b>	<b>424</b>	<b>65.3%</b>	<b>21.4%</b>	<b>13.3%</b>	<b>31</b>
2011 Region 2, New York	464	69.5%	20.1%	10.4%	34
2010 Region 2, New York	436	64.0%	24.2%	11.8%	31
2008 Region 2, New York	341	66.5%	23.0%	10.4%	19
2006 Region 2, New York	421	60.3%	25.7%	14.1%	17

##### 58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	639,009	53.3%	23.0%	23.8%	17,366
2012 Environmental Protection Agency	8,386	54.1%	23.0%	23.0%	189
<b>2012 Region 2, New York</b>	<b>443</b>	<b>50.2%</b>	<b>26.0%</b>	<b>23.7%</b>	<b>16</b>
2011 Region 2, New York	483	54.7%	24.7%	20.6%	16
2010 Region 2, New York	451	52.0%	24.3%	23.7%	19
2008 Region 2, New York	349	55.7%	22.8%	21.5%	11
2006 Region 2, New York	429	55.4%	21.5%	23.1%	9

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### Leadership (continued)

##### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	637,138	56.9%	23.0%	20.1%	18,374
2012 Environmental Protection Agency	8,376	60.6%	21.3%	18.0%	198
<b>2012 Region 2, New York</b>	<b>444</b>	<b>53.1%</b>	<b>22.5%</b>	<b>24.3%</b>	<b>13</b>
2011 Region 2, New York	478	59.3%	22.6%	18.1%	19
2010 Region 2, New York	448	54.2%	24.0%	21.8%	20
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

##### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	625,622	57.9%	24.0%	18.1%	30,480
2012 Environmental Protection Agency	8,234	61.1%	23.9%	15.0%	342
<b>2012 Region 2, New York</b>	<b>437</b>	<b>64.5%</b>	<b>20.4%</b>	<b>15.1%</b>	<b>18</b>
2011 Region 2, New York	478	66.0%	19.8%	14.1%	20
2010 Region 2, New York	454	61.9%	23.1%	15.0%	16
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

##### 61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	648,951	54.1%	23.3%	22.6%	7,190
2012 Environmental Protection Agency	8,496	53.7%	23.6%	22.7%	82
<b>2012 Region 2, New York</b>	<b>456</b>	<b>54.9%</b>	<b>24.4%</b>	<b>20.7%</b>	<b>2</b>
2011 Region 2, New York	496	59.2%	22.6%	18.2%	4
2010 Region 2, New York	456	61.8%	20.6%	17.6%	4
2008 Region 2, New York	358	56.9%	22.4%	20.7%	2
2006 Region 2, New York	436	53.8%	21.5%	24.7%	2

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### Leadership (continued)

##### 62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	598,453	54.0%	27.6%	18.4%	56,981
2012 Environmental Protection Agency	7,852	64.3%	23.4%	12.3%	721
<b>2012 Region 2, New York</b>	<b>415</b>	<b>60.6%</b>	<b>25.8%</b>	<b>13.5%</b>	<b>42</b>
2011 Region 2, New York	450	66.3%	23.1%	10.6%	50
2010 Region 2, New York	407	64.8%	25.0%	10.2%	58
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

#### My Satisfaction

##### 63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
2012 Governmentwide	652,744	51.6%	23.7%	24.7%
2012 Environmental Protection Agency	8,541	55.7%	22.1%	22.2%
<b>2012 Region 2, New York</b>	<b>455</b>	<b>53.5%</b>	<b>24.4%</b>	<b>22.1%</b>
2011 Region 2, New York	500	58.6%	25.9%	15.5%
2010 Region 2, New York	465	59.0%	18.7%	22.3%
2008 Region 2, New York	360	62.0%	19.4%	18.6%
2006 Region 2, New York	438	56.8%	22.0%	21.2%

##### 64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
2012 Governmentwide	652,105	48.4%	24.2%	27.5%
2012 Environmental Protection Agency	8,534	51.4%	24.0%	24.6%
<b>2012 Region 2, New York</b>	<b>454</b>	<b>46.8%</b>	<b>26.3%</b>	<b>26.9%</b>
2011 Region 2, New York	499	53.5%	25.4%	21.2%
2010 Region 2, New York	468	48.7%	24.3%	27.0%
2008 Region 2, New York	360	50.3%	24.3%	25.4%
2006 Region 2, New York	438	47.2%	25.2%	27.6%

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Satisfaction (continued)

##### 65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,832	48.0%	23.8%	28.2%
2012 Environmental Protection Agency	8,501	54.8%	22.4%	22.8%
<b>2012 Region 2, New York</b>	<b>452</b>	<b>50.1%</b>	<b>25.6%</b>	<b>24.3%</b>
2011 Region 2, New York	500	56.1%	22.7%	21.2%
2010 Region 2, New York	468	55.7%	20.1%	24.2%
2008 Region 2, New York	360	62.1%	16.0%	21.9%
2006 Region 2, New York	438	50.9%	23.0%	26.1%

##### 66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,372	43.4%	29.3%	27.3%
2012 Environmental Protection Agency	8,514	43.1%	31.2%	25.7%
<b>2012 Region 2, New York</b>	<b>455</b>	<b>39.1%</b>	<b>34.8%</b>	<b>26.1%</b>
2011 Region 2, New York	498	47.3%	32.3%	20.4%
2010 Region 2, New York	468	44.5%	32.2%	23.3%
2008 Region 2, New York	360	44.4%	32.9%	22.6%
2006 Region 2, New York	438	39.8%	32.0%	28.2%

##### 67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,630	36.4%	28.4%	35.1%
2012 Environmental Protection Agency	8,523	34.7%	32.3%	33.0%
<b>2012 Region 2, New York</b>	<b>454</b>	<b>30.3%</b>	<b>29.5%</b>	<b>40.2%</b>
2011 Region 2, New York	500	34.1%	28.7%	37.2%
2010 Region 2, New York	467	33.3%	30.8%	35.8%
2008 Region 2, New York	360	28.4%	32.7%	38.8%
2006 Region 2, New York	438	27.1%	30.0%	43.0%



# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Satisfaction (continued)

##### 68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,514	53.7%	23.5%	22.8%
2012 Environmental Protection Agency	8,522	49.8%	28.5%	21.7%
<b>2012 Region 2, New York</b>	<b>457</b>	<b>43.5%</b>	<b>28.5%</b>	<b>27.9%</b>
2011 Region 2, New York	499	50.3%	27.9%	21.8%
2010 Region 2, New York	469	49.7%	26.9%	23.4%
2008 Region 2, New York	360	50.6%	28.6%	20.8%
2006 Region 2, New York	438	48.5%	28.0%	23.5%

##### 69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,211	68.0%	17.3%	14.7%
2012 Environmental Protection Agency	8,512	70.4%	16.2%	13.4%
<b>2012 Region 2, New York</b>	<b>452</b>	<b>69.6%</b>	<b>17.2%</b>	<b>13.2%</b>
2011 Region 2, New York	501	72.5%	17.7%	9.8%
2010 Region 2, New York	465	72.4%	16.4%	11.2%
2008 Region 2, New York	360	71.7%	15.7%	12.6%
2006 Region 2, New York	438	67.2%	16.6%	16.2%

##### 70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,947	58.8%	17.2%	24.0%
2012 Environmental Protection Agency	8,524	66.8%	16.7%	16.5%
<b>2012 Region 2, New York</b>	<b>454</b>	<b>61.3%</b>	<b>16.6%</b>	<b>22.1%</b>
2011 Region 2, New York	500	66.7%	14.7%	18.7%
2010 Region 2, New York	467	67.5%	16.3%	16.2%
2008 Region 2, New York	360	63.1%	17.2%	19.7%
2006 Region 2, New York	438	63.8%	16.4%	19.8%

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
2012 Governmentwide	651,064	58.9%	21.6%	19.5%
2012 Environmental Protection Agency	8,536	64.7%	18.9%	16.4%
<b>2012 Region 2, New York</b>	<b>454</b>	<b>66.8%</b>	<b>19.0%</b>	<b>14.3%</b>
2011 Region 2, New York	497	70.4%	19.1%	10.4%
2010 Region 2, New York	464	71.9%	16.2%	11.9%
2008 Region 2, New York	360	66.1%	19.0%	14.9%
2006 Region 2, New York	438	63.9%	17.7%	18.4%

#### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2012 Governmentwide	651,238	36.2%	57.9%	5.9%
2012 Environmental Protection Agency	8,533	86.5%	10.3%	3.2%
<b>2012 Region 2, New York</b>	<b>455</b>	<b>79.2%</b>	<b>15.8%</b>	<b>5.0%</b>
2011 Region 2, New York	502	76.0%	18.6%	5.4%
2010 Region 2, New York	--	--	--	--
2008 Region 2, New York	--	--	--	--
2006 Region 2, New York	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2012 Governmentwide	631,985	2.6%	7.7%	3.8%	9.6%
2012 Environmental Protection Agency	8,496	1.2%	30.8%	13.1%	26.2%
<b>2012 Region 2, New York</b>	<b>448</b>	<b>0.9%</b>	<b>37.3%</b>	<b>6.3%</b>	<b>16.9%</b>
2011 Region 2, New York	498	0.2%	33.0%	5.1%	17.8%
2010 Region 2, New York	--	--	--	--	--
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

(continued)

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

		Do Not Telework			
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2012 Governmentwide	631,985	35.0%	6.2%	22.2%	12.9%
2012 Environmental Protection Agency	8,496	3.5%	2.4%	7.0%	15.9%
<b>2012 Region 2, New York</b>	<b>448</b>	<b>4.7%</b>	<b>3.1%</b>	<b>9.0%</b>	<b>21.9%</b>
2011 Region 2, New York	498	7.6%	2.5%	9.4%	24.4%
2010 Region 2, New York	--	--	--	--	--
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2012 Governmentwide	648,172	32.3%	45.3%	22.4%
2012 Environmental Protection Agency	8,485	67.7%	29.7%	2.6%
<b>2012 Region 2, New York</b>	<b>452</b>	<b>62.8%</b>	<b>29.7%</b>	<b>7.5%</b>
2011 Region 2, New York	501	64.1%	32.0%	3.9%
2010 Region 2, New York	--	--	--	--
2008 Region 2, New York	--	--	--	--
2006 Region 2, New York	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2012 Governmentwide	646,836	29.3%	58.7%	12.0%
2012 Environmental Protection Agency	8,486	41.0%	55.4%	3.6%
<b>2012 Region 2, New York</b>	<b>452</b>	<b>50.0%</b>	<b>45.9%</b>	<b>4.1%</b>
2011 Region 2, New York	499	47.5%	49.3%	3.2%
2010 Region 2, New York	--	--	--	--
2008 Region 2, New York	--	--	--	--
2006 Region 2, New York	--	--	--	--

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### Work/Life (continued)

##### 76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2012 Governmentwide	645,355	14.0%	80.0%	6.0%
2012 Environmental Protection Agency	8,436	11.9%	85.1%	3.0%
<b>2012 Region 2, New York</b>	<b>449</b>	<b>14.3%</b>	<b>84.5%</b>	<b>1.2%</b>
2011 Region 2, New York	495	13.3%	85.6%	1.0%
2010 Region 2, New York	--	--	--	--
2008 Region 2, New York	--	--	--	--
2006 Region 2, New York	--	--	--	--

##### 77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2012 Governmentwide	648,002	3.7%	79.1%	17.2%
2012 Environmental Protection Agency	8,481	3.7%	86.5%	9.8%
<b>2012 Region 2, New York</b>	<b>454</b>	<b>2.5%</b>	<b>88.9%</b>	<b>8.6%</b>
2011 Region 2, New York	498	2.7%	90.6%	6.7%
2010 Region 2, New York	--	--	--	--
2008 Region 2, New York	--	--	--	--
2006 Region 2, New York	--	--	--	--

##### 78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2012 Governmentwide	647,966	2.5%	80.0%	17.6%
2012 Environmental Protection Agency	8,490	3.3%	86.6%	10.2%
<b>2012 Region 2, New York</b>	<b>453</b>	<b>1.6%</b>	<b>89.0%</b>	<b>9.4%</b>
2011 Region 2, New York	496	2.2%	90.2%	7.6%
2010 Region 2, New York	--	--	--	--
2008 Region 2, New York	--	--	--	--
2006 Region 2, New York	--	--	--	--

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### Work/Life (continued)

##### 79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	187,559	72.8%	17.5%	9.7%	21,200
2012 Environmental Protection Agency	6,023	80.6%	12.0%	7.4%	103
<b>2012 Region 2, New York</b>	<b>275</b>	<b>80.1%</b>	<b>11.7%</b>	<b>8.2%</b>	<b>11</b>
2011 Region 2, New York	276	79.1%	14.4%	6.5%	5
2010 Region 2, New York	--	--	--	--	--
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

\*The results for this item only include employees who indicated that they participated in this program.

##### 80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	228,200	88.5%	8.0%	3.5%	5,463
2012 Environmental Protection Agency	5,758	93.1%	4.7%	2.1%	52
<b>2012 Region 2, New York</b>	<b>284</b>	<b>89.8%</b>	<b>6.8%</b>	<b>3.4%</b>	<b>4</b>
2011 Region 2, New York	310	91.9%	4.5%	3.6%	7
2010 Region 2, New York	--	--	--	--	--
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

\*The results for this item only include employees who indicated that they participated in this program.

##### 81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	184,051	80.0%	16.6%	3.4%	12,511
2012 Environmental Protection Agency	3,394	87.1%	10.7%	2.2%	121
<b>2012 Region 2, New York</b>	<b>222</b>	<b>86.3%</b>	<b>13.2%</b>	<b>0.5%</b>	<b>6</b>
2011 Region 2, New York	236	86.6%	10.6%	2.8%	6
2010 Region 2, New York	--	--	--	--	--
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

\*The results for this item only include employees who indicated that they participated in this program.

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### Work/Life (continued)

#### 82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	88,192	75.6%	20.6%	3.8%	11,655
2012 Environmental Protection Agency	991	79.9%	17.2%	2.9%	139
<b>2012 Region 2, New York</b>	<b>61</b>	<b>83.4%</b>	<b>13.4%</b>	<b>3.2%</b>	<b>8</b>
2011 Region 2, New York	71	82.7%	14.2%	3.0%	3
2010 Region 2, New York	--	--	--	--	--
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

\*The results for this item only include employees who indicated that they participated in this program.

#### 83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	18,627	72.0%	24.3%	3.7%	6,929
2012 Environmental Protection Agency	265	74.2%	23.1%	2.8%	103
<b>2012 Region 2, New York</b>	<b>10</b>	<b>78.8%</b>	<b>21.2%</b>	<b>0.0%</b>	<b>4</b>
2011 Region 2, New York	15	78.8%	21.2%	0.0%	3
2010 Region 2, New York	--	--	--	--	--
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

\*The results for this item only include employees who indicated that they participated in this program.

#### 84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	12,577	67.9%	30.0%	2.2%	5,846
2012 Environmental Protection Agency	248	70.4%	27.9%	1.8%	82
<b>2012 Region 2, New York</b>	<b>7</b>	<b>40.9%</b>	<b>59.1%</b>	<b>0.0%</b>	<b>3</b>
2011 Region 2, New York	11	71.6%	28.4%	0.0%	6
2010 Region 2, New York	--	--	--	--	--
2008 Region 2, New York	--	--	--	--	--
2006 Region 2, New York	--	--	--	--	--

\*The results for this item only include employees who indicated that they participated in this program.

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

## Demographic Questions

### 85. *Where do you work?*

	N	%
Headquarters	43	9.7%
Field	402	90.3%

### 86. *What is your supervisory status?*

	N	%
Non-Supervisor	365	80.6%
Team Leader	20	4.4%
Supervisor	34	7.5%
Manager	25	5.5%
Executive	9	2.0%

### 87. *Are you:*

	N	%
Male	233	51.4%
Female	220	48.6%

### 88. *Are you Hispanic or Latino?*

	N	%
Yes	82	18.6%
No	360	81.4%

### 89. *Race*

	N	%
American Indian or Alaska Native	1	0.2%
Asian	35	8.4%
Black or African American	44	10.5%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	328	78.3%
Two or more races (Not Hispanic or Latino)	11	2.6%

# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### Demographic Questions (continued)

##### 90. What is your age group?

	N	%
25 and under	11	2.4%
26-29	15	3.3%
30-39	68	15.1%
40-49	129	28.7%
50-59	167	37.1%
60 or older	60	13.3%

##### 91. What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	17	3.7%
GS 7-12	128	28.1%
GS 13-15	304	66.8%
Senior Executive Service	6	1.3%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

##### 92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	4	0.9%
1 to 3 years	47	10.3%
4 to 5 years	22	4.8%
6 to 10 years	41	9.0%
11 to 14 years	49	10.7%
15 to 20 years	48	10.5%
More than 20 years	246	53.8%

##### 93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	4	0.9%
1 to 3 years	54	11.9%
4 to 5 years	23	5.1%
6 to 10 years	46	10.2%
11 to 20 years	96	21.2%
More than 20 years	229	50.7%



# Environmental Protection Agency

## Region 2, New York

### 1st Level Trend Report

#### Demographic Questions (continued)

94. *Are you considering leaving your organization within the next year, and if so, why?*

	N	%
No	372	82.3%
Yes, to retire	27	6.0%
Yes, to take another job within the Federal Government	30	6.6%
Yes, to take another job outside the Federal Government	12	2.7%
Yes, other	11	2.4%

95. *I am planning to retire:*

	N	%
Within one year	14	3.1%
Between one and three years	40	8.9%
Between three and five years	37	8.3%
Five or more years	356	79.6%

96. *Self-Identify as:*

	N	%
Heterosexual or Straight	351	82.2%
Gay, Lesbian, Bisexual, or Transgender	13	3.0%
I prefer not to say	63	14.8%

97. *Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?*

	N	%
Yes	33	7.3%
No	419	92.7%

98. *Are you an individual with a disability?*

	N	%
Yes	39	8.7%
No	410	91.3%